

# **CIVIL SERVICE COMMISSION REGULAR MEETING**

**Minutes - Tuesday, May 17, 2011, 2:00 p.m.**

**City Hall, 45 Lyon Terrace, Wheeler Rooms A & B, Bridgeport, CT 06604**

Commissioner Guedes called the regular meeting of the Civil Service Commission to order at 2:10 p.m. Present were Commissioners Correa, McBride and Rodgers. Also present were Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, Police Chief Joseph Gaudett, and City Attorney John Mitola.

Mr. Dunn requested to hear Mr. McAulay's appeal first in order to accommodate Sgt. Tijuana Bradley-Webb who needed to leave the meeting early. On a motion made by Commissioner Correa and seconded by Commissioner McBride, the appeal of John D. McAulay, number 12 on the agenda was moved to number 1 on the agenda.

Executive session was entered at 2:12 p.m. The Commission returned to public session at 2:40 p.m.

## **1. John D. McAulay, - Appeal – DENIED**

Commissioners Correa, McBride and Rodgers each voted to deny Mr. McAulay's appeal regarding the removal of his application from Police Officer #2302.

## **2. Meeting Minutes - APPROVED**

Mr. Dunn stated that he reviewed the minutes and that they were in order. On a motion made by Commissioner McBride and seconded by Commissioner Correa the minutes from the regular meeting held on April 19, 2011 were unanimously approved.

## **3. Vacancies - APPROVED**

Commissioner Guedes asked Mr. Dunn if there was a hiring freeze in the City. Mr. Dunn stated that very few position requests have been approved by the Mayor's office. The Health Department vacancies are Grants positions.

Chief Gaudett explained that in the Police Overtime Department that the person who previously handled the position of Accounting Clerk 1 was having a seriously hard time doing the job and she no longer was able to come to work. She was granted a leave and subsequently was terminated. This position handles several million dollars of outside overtime per year and the person filling it provisionally is doing a good job. Mr. Dunn added that the provisional employee will take the Accounting Clerk 1 test when it is given. Mr. Dunn also explained that seasonal jobs would be filled. These jobs last about 3 months in duration.

On a motion made by Commissioner McBride and seconded by Commissioner Correa the following vacancies were unanimously approved:

Police Dept., OT Office	Accounting Clerk 1	Lonnette Pettway, provisional
Health Department	Epidemiological Inspector	Isa A. Mujahid, recall
Health Department	Epidemiological Inspector	Jennifer Frazier, recall
Health Department	Epidemiological Inspector	Charles Tate, recall
Health Department	Public Health Nurse 1	replace M. Bristhole

## **4. Merit Increases - TABLED to June 14, 2011**

Civil Service is in the process of getting approvals from various departments and should have names available for the June 14<sup>th</sup> Civil Service meeting.

## **5. Fire Assistant Chief – 2 Appeals – TABLED to June 14, 2011**

Mr. Dunn explained that last month the list was certified. There are still 2 appeals outstanding from candidates #10 and #13 for the Fire Assistant Chief exam. Mr. Dunn suggested that the matter be tabled. On a motion made by Commissioner Correa and seconded by Commissioner Rodgers the matter was tabled for June 14, 2011.

## **6. Personnel Director's Report**

Mr. Dunn explained that the top 4 candidates for the Public Safety Telecommunicator position are scheduled for OIA background investigations and polygraph and psychological evaluations.

Sandra Ferreira, Acting Personnel Assistant 1, who worked with the Examiner, Chuck Hale, from Resource Management Consultants, on the Fire Inspector exam, provided preliminary results: 26 took the exam, 23 passed and 3 failed. The appeal period ends on June 16 and she did not expect many appeals. At this point only one person has come to Civil Service to review. Mr. Dunn added that there are 6 open positions for Fire Inspector and it looked like, from what he has been hearing, that we would have to go down the list to #16 or #17 to get the 6 people. He explained that 2 male candidates scored 100% on the oral examination while others took the test for practice.

Mr. Dunn explained that the Firefighter written exam is tentatively scheduled for November 19<sup>th</sup> at Central High School. The Firebirds have criticized the recruitment period as not being long enough. The Commission granted the Mayor's request last month to postpone the written exam. The CPAT registration deadline for the fall session is July 29, 2011. The class size is undetermined, although Mr. Dunn thinks maybe 15 firefighters will be hired. There is a cap on hiring according to the labor contract.

Regarding the Accounting Clerk 1 examination, Mr. Dunn felt that the requirement of a high school diploma for this entry level position will generate interest from the Bridgeport community. There has been some talk at department head meetings of elevating the requirements and making the test more challenging. The starting pay for the position is about \$32,000. While we don't have the job title of "bookkeeper" the responsibilities for Accounting Clerk 1 are similar. Lisa Kollman has looked into testing software that offers various degrees of difficulty. Mr. Dunn has offered subject matter experts Tom Sherwood, Anne Kelly-Lenz, and Dawn Norton to take a sample test. As of this time they have not yet done this.

Mr. Dunn explained that June 14<sup>th</sup> is the next regular monthly meeting of the Civil Service Commission and it will be held in the large conference room at the Emergency Operations Center starting at 2:00 p.m. At some point during the meeting we will enter Executive Session to have a tour of the facility.

## **7. Charles Letezeio – Request - DENIED**

Mr. Dunn explained that Mr. Letezeio sent the Commission a letter requesting a rehearing and letters of reference. Commissioner Guedes stated for the record that Mr. Letezeio already had 1 hearing and his appeal was denied. She asked Attorney John Mitola for his legal opinion. Attorney Mitola explained that the Charter does not grant second hearings. If Mr. Letezeio was not ready at his hearing he should have asked to have the matter tabled.

It was agreed that future requests for rehearings or 2<sup>nd</sup> appeals be addressed in a letter sent from the Personnel Director informing the individual that they do not have a right to a 2<sup>nd</sup> hearing. On a motion made by Commissioner McBride and seconded by Commissioner Correa, Mr. Letezeio's request for a rehearing was denied.

**8. Jose Escobar, Jr. – Request – DENIED**

Mr. Dunn explained that Mr. Escobar was disqualified for not passing his psychological evaluation and that his appeal was previously heard by the Commission and denied. For the second time, it was stated for the record that the Charter does not allow for 2<sup>nd</sup> hearings. On a motion made by Commissioner Correa and seconded by Commissioner McBride, Mr. Escobar's request was denied. Attorney Thomas Bucci and his client, Mr. Escobar thanked the Commission and left.

The Commission entered executive session at 3:07 p.m. on a motion made by Commissioner Correa and seconded by Commissioner McBride to seek legal advice on promotional list issues. The Commission entered public session at 3:15 p.m. and subsequently re-entered executive session at 3:15 p.m. to hear the appeal of Mr. Noe Castro. The Commission returned to public session at 3:33 p.m.

**9. Noe Castro – Appeal - DENIED**

Commissioners Rodgers, McBride, and Correa each voted to deny Mr. Castro's appeal regarding the removal of his application from Police Officer #2302.

Mr. Dunn explained that the lawyer for Mr. Antignani and Mr. Accettullo was out of town and that their appeal, in addition to Mr. Hoben's appeal would be tabled until June 14<sup>th</sup>.

**10. Kurt Hoben – Appeal – TABLED to June 14, 2011**

Karen Torre, legal counsel for Mr. Hoben, spoke with Mr. Dunn and requested the appeal be tabled to the May Commission meeting; request to retable and change of lawyer.

**11. John Antignani – Appeal – TABLED to June 14, 2011**

The Commission has received an appeal from Mr. Antignani regarding the removal of his application from Police Officer #2302. Mr. Antignani will not be afforded any more requests to table.

**12. Filippo Accettullo, Jr. – Appeal – TABLED to June 14, 2011**

The Commission has received an appeal from Mr. Accettullo regarding the removal of his application from Police Officer #2302.

The Commission entered executive session at 3:36 p.m. on a motion made by Commissioner McBride and seconded by Commissioner Correa. At 3:50 p.m. the Commission returned to public session.

**13. Devin J. Derenoncourt – Appeal - DENIED**

Commissioners Correa, McBride and Rodgers each voted to deny Mr. Derenoncourt's appeal regarding the removal of his application from Police Officer #2302. Commissioner Guedes added that Mr. Derenoncourt was very sincere and articulate in his explanation before the Commission and that he took responsibility for all his actions. She suggested that time would show the Commission he is a different person now and that she hoped he would come before the Commission in the future with a clean record.

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the May 17, 2011 meeting of the Civil Service Commission was adjourned at 3:55 p.m.